

University of Missouri-St. Louis

Retirees Association Newsletter

Volume 30 Fall 2013

Greetings from the President

On our recent drive to Columbia for a meeting with UM President, Tim Wolfe, we could see the tree leaves just beginning to turn, heralding an important fall event—the World Series. There is much information that came out of that meeting, so much so, that I direct you to the article in this newsletter. Just prior to that meeting in Columbia, your Retirees Association Board met and that, too, is covered in a separate article below.

In June, Nancy Forbes and Dennis Saunders joined the board and Steve Spaner moved from secretary to treasurer. Over the last decade, there has been only a slight annual turnover in board positions but a suggested constitutional amendment aims to try to change that (see below). We will vote on that amendment on December 6th at the holiday luncheon. Most important, we need more members to become involved in our organization, and we especially welcome broader participation in arranging events. As more members gain email access, we can organize and advertise events in a timelier manner than in past years. I challenge each of you to think of an event you would like to share with other UMSL retirees, and then act on it. As board members, we will do our best to assist you.

Please put Friday, December 6th at the Glen Echo Country Club on your calendar. Your formal invitation should arrive in the mail shortly. Join friends and former colleagues in celebrating that delightful time of year.

Best wishes,
David Garin, President of the Board

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News from the UMSL RA Board meeting, October 11, 2013

Reported by David Garin

Board members discussed the upcoming holiday lunch at Glen Echo Country Club on Dec 6. Last year, the price was \$20 and the lunch was subsidized. Issues included whether the lunch should be subsidized and the quantity of food served. Our two major expenses are the holiday lunch, including the cost of invitations, and producing and mailing the newsletter. A final determination on menu and costs was not reached but those details will be included in your invitation, coming soon.

Garin briefly discussed the issue of nonprofit status. Twenty-five years ago we applied to the Internal Revenue Service for an Employer Identification Number (EIN). We received an EIN and were informed that it did not grant tax-exempt status. However, if our normal annual gross receipts were not more than \$5,000, and if we met the requirements of section 501(c)(3) of the IRS code, we were not required to file annual forms. If we become tax-exempt, donations are tax deductible but subsidies are not permitted. (Subsequently, we learned that the rules have changed and we will probably have to file annually with both the state and the federal government.)

In a written notice, Steve Spaner raised the need for someone to be responsible for membership services. The treasurer handles the financial aspects of membership and the vice president is responsible for membership recruitment. But who is responsible for non-financial aspects of membership such as maintenance of a current membership directory, communication with members (e.g., newsletters) and events for members? Spaner made a written motion that we amend the constitution to change the duties of the vice president to include membership services. A lengthy debated ensued. Davis, who as treasurer assumed some of these responsibilities in the past, suggested that the treasurer already has a spread sheet with additional information including mailing and emailing addresses, making it logical for the treasurer to assume some of these duties. Davis also suggested that activities and services should be handled by others on the board or in the general membership. If the membership addresses are needed for a mailing, a copy of the spread sheet file can be provided. Following discussion, Martin made a motion to table. That motion was passed 5-1.

Several board members suggested that we need to initiate more events. Barton recommended a committee to deal with activities. Garin suggested that with additional email newsletters to members, it is possible to initiate events in a timelier manner than in the past. The UM system plans to send four emails a year to retirees and will include campus specific information. Davis

provided a memo earlier this year that stated we have email addresses for 188 of our 225 UMSL members. However, a high percentage of these addresses are not current. Ganz asked if the UM system will share email addresses with us. Davis said, at the least, we need to know who has email and who doesn't.

A motion to amend the constitution, written by Steve Spaner, was presented. It deals with term limits for officer positions. UMSL allows longer terms for officers than the other three UM campus retiree organizations. The purpose of the amendment is to get more members involved, inject new blood and ideas, and share the workload. Spaner suggested a maximum of three terms, which would total six years. The motion passed unanimously. Garin will include the amendment in the fall newsletter so that the issue can be presented to the membership at the holiday luncheon.

Proposed Amendment to the Constitution

According to Article VIII of our constitution, "the constitution may be amended by a majority of those regular members attending a duly called meeting, provided all regular members have been notified of the proposed amendment at least 21 days in advance". This publication constitutes such notification.

Constitutional amendment (changes from the current article are in bold italics):

Article V – Officers

There will be four officers of the association as described below. Each officer must be a regular member of the Association. Each officer serves a two-year term and may be reelected at the pleasure of the membership ***to a total of three terms***. Terms should be staggered so that two officers are elected each year.

Report from the UM Retirees Associations meeting with UM President Tim Wolfe, Columbia, MO; Oct. 16, 2013

By David Garin

UMSL was represented at the meeting by Sharon Davis, Dave Ganz, David Garin and Fred Wilke.

The UM system is reviewing the entire benefits program. This Total Rewards Program has an ad hoc task force, which meets twice a month. The task force includes a retirees' representative, Rose Porter (UMC), who reported that the Board of Curators is split on the issue of all benefits. President Wolfe has stated that the pension plan is "untouchable". It is currently at 85% of actuarial funding. Health benefits are a big issue. The long-term liability for all retiree medical is \$500M.

Questions included whether changes in medical will affect only new retirees. Ken Hutchinson, former VP for human resources, wondered if the university will subsidize retirees going onto the Affordable Care Act (ACA) exchange. Porter thinks we will do better with the new ACA than with Coventry.

The curators want recommendations from the ad hoc task force for their April meeting. The Total Rewards Program task force will send their recommendations to the UM System Retirement, Salary and Benefits Committee, then to the UM President who will make his case to the Board of Curators.

Updates from the different campus retirees associations:

Columbia—retirees gave a \$6M gift to UM; tax issues were resolved and a 501(c)(4) for MURA was obtained, resulting in sales tax exemption and non-profit mail rates.

Kansas City—celebrating its 80th anniversary; the Emeritus College has a dean and will open in March, using space in the UMKC library.

Rolla—sends one newsletter/yr; annual work with United Way campaign, Chancellor pays for one membership directory every two years; will have a 2 yr term for president which is actually 6 years (two years each as vice-president., president, past president); luncheons are \$11 and draw 80-90 members.

St. Louis—Jubilee year; holiday lunch in December; possible term limits via a proposed constitutional amendment; reviewing legal standing as a non-profit.

We received an E-newsletter program update from Melanie Barger, manager of constituency communications, UM system. In order to obtain email addresses of retirees, she sent letters to 8500 people and now has 8445 email addresses. She will be able to update the email addresses. The E-newsletter will be called *UM Connection* and be in html format. It will be sent quarterly to all retirees for whom Barger has an email address, starting in January 2014. There will be a separate section that is campus specific. The campus specific section can include events, announcements, membership information, personal milestones, etc.

UM President Tim Wolfe described ongoing executive searches and his Show Me Value campaign pointed toward rural Missouri, since they have not supported educational initiatives. In a question and answer period that followed, Garin asked if there was a commitment to the retirees health benefit. Wolfe said it was up to the benefits committee. Garin then emphasized the importance of that benefit to many retirees since the dollar value was independent of prior salary and thus of

prime importance to many lower paid employees. Separately, Ken Hutchinson commented that he was relatively certain that the university would continue to provide some support for health care premiums and that retirees may do better with the ACA exchange than with Coventry.

Renetta Gallup, Director of Pension and Deferred Compensation, gave a power point presentation regarding health care costs for 2014. The enrollment period for retirees is November 4-15, 2013. See www.myhr.umsystem.edu for your personal information, making address changes, etc. Changes are effective 1/1/14. Costs and changes are available on line. Premium increases range from 0-3% depending upon choice of plans. There is no increase in dental but a 2% increase in vision.

IRS rules require a change in the way retirees who return to work at UM are treated. There is no change for retirees aged 62 and older. Retired individuals who return to work at UM must limit their hours to less than 75% FTE. Retirees younger than age 62 who return to work at UM must have had no understanding of rehire prior to retirement and there must be a minimum of a 90 day break in service.

50th Jubilee Celebration

Final Jubilee event – Jazz for the Holidays concert will be held on December 8, 2013 at 3:00 p.m. in the Blanche M Touhill Performing Arts Center. Tickets are free but this is a popular event so arrive early for good seating!

Farkle

If you are interesting in learning what Farkle is, want to know how to play, or if you already know and want to play, join the group on November 15, 2013 at 10:00 a.m. Room 316 Millennium Student Center. We will have small groups of 4-5 at each table. You can bring your own refreshments or purchase some at the Nosh (food court). Please feel free to bring a friend. RSVP required by November 11; call Sharon L. Davis at (636) 240-8946 or email at slDavis63379@charter.net. Please provide your name and the name of any guest attending.

Holiday Luncheon

The 2013 Holiday Luncheon will be held on December 6, 2013 starting at 11:30 a.m. at the Glen Echo Country Club in Normandy. Tickets are \$20.00 per person. Invitations will be mailed soon. Extend a welcome and invite a non-member retiree to the luncheon.

Memoriam

Since our last newsletter, we have lost some members of the UMSL community; **Raouf Haddad, Larry Friedman, and Grant Welland.**

A Note about Sending the Newsletter via email:

We emailed this newsletter to all association members for whom we have an email address. If you wish to receive a hard copy, please email Sharon L. Davis who will mail one to you; please include your name and mailing address in the request and make your request no later than November 11, 2013.

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***Mark your calendar
December 6, 2013
UMSL Retirees Association
Holiday Luncheon
Glen Echo Country Club***